

1 **BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP**

2 Norman B. Blumenthal (State Bar #068687)
3 Kyle R. Nordrehaug (State Bar #205975)
4 Aparajit Bhowmik (State Bar #248066)
5 2255 Calle Clara
6 La Jolla, CA 92037
7 Tel: (310) 438-5555; Fax: (310) 300-1705

8 **BIBIYAN LAW GROUP, P.C.**

9 David D. Bibiyan (SBN 287811)
10 *david@tomorrowlaw.com*
11 Vedang J. Patel (SBN 328647)
12 *vedang@tomorrowlaw.com*
13 1460 Westwood Boulevard
14 Los Angeles, California 90024
15 Tel: (310) 438-5555; Fax: (310) 300-1705

16 Attorneys for Plaintiffs

17 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

18 **FOR THE COUNTY OF LOS ANGELES**

19 STEPHANIE LA GROW, TIMOTHY
20 GRIFFIN and DAMIR BARIC, individuals
21 and on behalf of all others similarly situated,

22 Plaintiffs,

23 v.

24 JETBLUE AIRWAYS CORPORATION, a
25 Delaware Corporation; DOES 1 through 100,
26 inclusive,

27 Defendants.

CASE NO.: 23STCV28880

[Assigned for all purposes to the Hon. Laura
Siegle in Dept. 17]

**DECLARATION OF DAVID D. BIBIYAN
IN SUPPORT OF PLAINTIFFS' MOTION
FOR FINAL APPROVAL OF CLASS
AND REPRESENTATIVE ACTION
SETTLEMENT**

1
2 **DECLARATION OF DAVID D. BIBIYAN**

3 I, David D. Bibiyan, state and declare, as follows:

4 1. I am an attorney at law, duly licensed to practice before all the Courts of the State
5 of California and I am the principal of Bibiyan Law Group, P.C., counsel of record for plaintiffs
6 Timothy Griffin and Damir Baric (collectively “Plaintiffs”) and all others similarly situated and
7 aggrieved. As such, I am familiar with the file in this matter and if called as a witness, I could and
8 would competently testify to the following facts of my own personal knowledge.

9 **Class Counsel are Experienced Class Action Litigators**

10 2. Class Counsel are experienced class action attorneys, have been appointed as class
11 counsel in other class actions, and have a successful track record in litigating class actions.

12 3. I graduated with a Bachelor of Arts degree from the University of California, Los
13 Angeles in 2009.

14 4. I received my Juris Doctorate from The University of Chicago Law School in 2012.

15 5. After practicing for several years as a member of Cohen & Lord, P.C., practicing
16 in an amorphous range of civil litigation on behalf of both plaintiffs and defendants, I opened up
17 a law firm in 2014 with a concentration in representation of employees against employers to
18 recover unpaid wages and vindicate harassment, discrimination and retaliation in various contexts.

19 6. I am an active member of the California Employment Lawyers’ Association
20 (“CELA”). I am one of its founding members and actively remain a member of its Reverse
21 Auctions Subcommittee; in doing so, I serve as a mediator between other plaintiffs’ counsel who
22 bring overlapping class actions. I have also attended various Continuing Legal Education courses
23 pertaining to advocacy on behalf of employees.

24 7. I also created the content for, helped organize, and served as the Moderator for the
25 2023 California Complex Symposium Wage and Hour/PAGA Section, a Continuing Legal
26 Education seminar and forum featuring four respected Judges serving in the Complex Divisions
27 of their respective county Superior Courts. In addition, my firm served as a sponsor of that event.

28 8. Not only have I practiced almost exclusively in this field for years and have

1 contributed to the legal education curriculum for attorneys practicing within it, I am also a
2 published author in the Daily Journal as a contributor in the Wage and Hour and PAGA context,
3 including, in December 15, an article entitled: “PAGA: What’s Gone, What’s Left and What’s
4 Next.” I have also been a quoted source in multiple other publications, including in article
5 published by Bloomberg Law dated November 1, 2023 entitled: “Adidas, Home Depot Sued in
6 Test Cases on Job Ad Pay Transparency.”

7 9. My firm has the experience, resources, and means necessary to allow us to provide
8 adequate representation as Class Counsel to all class members in this litigation. With
9 approximately 30 attorneys, as well as supporting staff consisting of paralegals and legal
10 assistants, my office has the capacity to represent hundreds of thousands of class members, bring
11 forth efficient resolution of class actions and PAGA actions, engage in complex litigation, file
12 contested motions for class certification, and engage in trial practice.

13 10. My office has filed contested motions for class certification in the past and have
14 been appointed Class Counsel by the Superior Court of California in the past for purposes of
15 certifying a class for settlement purposes. Some examples of Actions in which I was appointed
16 Class Counsel include:

17 • *Santoyo v. Consolidated Foundries, Inc.*, Case No. BC612298, California Superior
18 Court, County of Los Angeles, Honorable Judge Ann I. Jones, presiding;

19 • *Arendsdorff v. Stanley Steamer International, Inc.*, Case No. BC681368, California
20 Superior Court, County of Los Angeles, Honorable Yvette M. Palazuelos, presiding;

21 • *Barreto v. Don Roberto Jewelers, Inc.*, Case No. BC495451, California Superior Court,
22 County of Los Angeles, Honorable Ann I. Jones, presiding;

23 • *Junior Amilcar Laguna Gonzalez v. Takaaki Koyama*, Case No. BC641998, Los Angeles
24 Superior Court, Honorable Elihu M. Berle, presiding;

25 • *Rios v. Nongshim America, Inc.*, Case No. CIVDS1807390, California Superior Court,
26 County of San Bernardino, Honorable David S. Cohn, presiding;

27 • *Stoddard v. Molded Fiber Glass – West*, Case No. 1517758, California Superior Court,
28 County of San Bernardino, Honorable David S. Cohn, presiding;

1 ///

2 • *Mata v. Sahara Scaffold, Inc.*, Case No. CIVDS1810785, California Superior Court,
3 County of San Bernardino, Honorable David S. Cohn, presiding;

4 • *Carrasco v. Pure Dental Solutions*, Case No. BC645995, Los Angeles Superior Court,
5 Honorable Kenneth R. Freeman, presiding;

6 • *Gonzalez v. Gochez, et al.*, Case No. BC648729, Los Angeles Superior Court, Honorable
7 Maren Nelson, presiding;

8 • *Montoya v. Superior Paving Co.*, Case No. CIVDS1833422, County of San Bernardino,
9 Honorable David S. Cohn, presiding;

10 • *Lopez v. Norred & Associates, Inc.*, Case No. CIVDS1824109, California Superior
11 Court, County of San Bernardino, David S. Cohn, presiding;

12 • *Noyola v. Lacren, LLC*, Case No. BC717024, California Superior Court, County of Los
13 Angeles, Hon. Anthony Mohr, presiding;

14 • *Luciano, et al. v. O'Tasty Foods, Inc., et al.*, Case No. BC711988, California Superior
15 Court, County of Los Angeles, Honorable Maren Nelson, presiding;

16 • *Gordon v. Hospice Source, LLC*, Case No. 34-2018-00250022-CU-OE-GDS, California
17 Superior Court, County of Sacramento, Honorable Christopher E. Krueger, presiding;

18 • *Barragan v. Refrigeration Supplies Distributor*, Case No. 19STCV09312, California
19 Superior Court, County of Los Angeles, Honorable Carolyn B. Kuhl, presiding;

20 • *Ramirez v. Acre Gourmet, Inc.*, Case No. CGC-19-575117, California Superior Court,
21 County of San Francisco, Honorable Andrew Y.S. Cheng, presiding;

22 • *Villafuerte v. Bay Alarm Company*, Case No. BC689110, California Superior Court,
23 County of Los Angeles, Honorable Amy D. Hogue, presiding;

24 • *Cazares v. Areas USA LAX, LLC*, Case No. 19STCV08209, California Superior Court,
25 County of Los Angeles, Honorable Carolyn B. Kuhl, presiding;

26 • *Magana v. Castlerock Environmental, Inc., et al.*, Case No. 19STCV38353, California
27 Superior Court, County of Los Angeles, Honorable Ann I. Jones, presiding;

28 • *Chilel v. Sushi California, Inc.*, Case No. 19STCV08209, California Superior Court,

1 County of Los Angeles, Honorable Ann I. Jones, presiding;
2 • *Malone v. Orange Courier, Inc., et al.*, Case No. 30-2016-00763474, California Superior
3 Court, County of Orange, Honorable Glenda Sanders, presiding;
4 • *Rivera v. Talamo Food Services, Inc.*, Case No. 19CV355856, California Superior Court,
5 County of Santa Clara, Honorable Patricia M. Lucas, presiding;
6 • *Olguin v. Cal Central Harvesting, Inc.*, Case No. 18CV03860, California Superior Court,
7 County of Santa Barbara, Honorable James F. Rigali, presiding;
8 • *Pence v. Sober Living by the Sea, Inc.*, Case No. 2018-00988742, California Superior
9 Court, County of Orange, Honorable Randall J. Sherman, presiding;
10 • *Franco v. Vincent Rags, Inc.*, Case No. 20STCV07768, California Superior Court,
11 County of Los Angeles, Honorable Ann I. Jones, presiding;
12 • *Cabral v. Miller Castings, Inc.*, Case No. 19STCV39556, California Superior Court,
13 County of Los Angeles, Honorable Carolyn B. Kuhl, presiding;
14 • *Bolanos v. Texas Roadhouse, Inc.*, Case No. 19STCV39556, California Superior Court,
15 County of Los Angeles, Honorable Sunshine Sykes, presiding;
16 • *Rodriguez v. Scott A. Humphreys, Inc.*, Case No. 30-2021-01184556-CU-OE-CXC,
17 California Superior Court, County of Ventura, Honorable Matthew P. Guasco, presiding; and
18 • *Torres v. Primal Pet Foods, Inc.* Case No. FCS054783, California Superior Court,
19 County of Solano, Honorable Wendy G. Getty, presiding;
20 • *Hanson v. Zapata Nuccio, Inc.*, Case No. 20STCV28951, California Superior Court,
21 County of Los Angeles, Honorable Elihu M. Berle, presiding;
22 • *Molina v. Avibank Mfg, Inc.*, Case No. 20STCV03910, California Superior Court,
23 County of Los Angeles, Honorable John P. Doyle, presiding;
24 • *Cetina v. Lawry's Restaurants, Inc.*, Case No. 19STCV05201, California Superior Court,
25 County of Los Angeles, Honorable Amy D. Hogue, presiding;
26 • *Luna v. Pronto California General Agency, LLC*, Case No. 19STCV39951, California
27 Superior Court, County of Los Angeles, Honorable Elihu M. Berle, presiding;
28 • *Alvarez v. Kazak-Mars, Inc.*, Case No. 20STCV42587, California Superior Court,

1 County of Los Angeles, Honorable Elihu M. Berle, presiding;
2 • *Noe v. My Pillow, Inc.* Case No. CIVDS 2011360, California Superior Court, County of
3 San Bernardino, Honorable David Cohn, presiding;
4 • *Nunez v. 2751 West Coast Acquisition Company*, Case No. 30-2020-01145215-CU-
5 OE-CXC, California Superior Court, County, County of Orange, Honorable Randall J. Sherman,
6 Presiding;
7 • *Smith v. McMillen Enterprises, Inc.*, Case No. CV-20-002938, California Superior Court,
8 County of Stanislaus, Honorable John R. Mayne, presiding;
9 • *Turner v. Plant Prefab Inc., et al.*, Case No. CIVDS2017517, California Superior Court,
10 County of San Bernardino, Honorable David Cohn, presiding;
11 • *Duran v. Fresh Select, LLC*, Case No. VCU284892, California Superior Court, County
12 of Tulare, Honorable Bret Hillman, presiding;
13 • *Reynoso, et al. v. Cream of the Crop AG Service, Inc.*, Case No. VCU278847, California
14 Superior Court, County of Tulare, Honorable Bret Hillman, presiding;
15 • *Michel v. Universal Waste Systems, Inc.*, Case No. 19STCV46181, California Superior
16 Court, County of Los Angeles, Honorable David S. Cunningham presiding;
17 • *Jungers v. U.S. Borax Inc., et al.*, Case No. BCV-21-10003, California Superior Court,
18 County of Kern, Honorable Bernard C. Barmann Jr. presiding;
19 • *Fortune v. Amoroso Limited Partnership, et al.*, Case No. 20STCV25874, California
20 Superior Court, County of Los Angeles, Honorable Carolyn Kuhl presiding;
21 • *Montoya, et al. v. Remo, Inc.* Case No. 20STCV34614, California Superior Court,
22 County of Los Angeles, Honorable Maren Nelson presiding;
23 • *Rincon, et al. v. New-Indy Tripaq, LLC, et al.* Case No. 20STCV17118, California
24 Superior Court, County of Los Angeles, Honorable Maren Nelson presiding;
25 • *De Leon, et al. v. Wismettac Asian Foods, Inc.* Case No. 19STCV18172, California
26 Superior Court, County of Los Angeles, Honorable Elihu M. Berle presiding;
27 • *Tapia v. Mercer Foods, Inc.* Case No. CV-21-000020, California Superior Court,
28 County of Stanislaus, Honorable Sonny S. Sandhu presiding;

1 ///

2 • *Molina v. Reser's Fine Foods, Inc.* Case No. 37-2021-00013052-CU-OECTL, California
3 Superior Court, County of San Diego, Honorable Eddie C. Sturgeon presiding;

4 • *Reyes v. Imperial Sprinkler Supply, Inc.* Case No. 30-2020-01167748-CU-OE-CXC,
5 California Superior Court, County of Los Angeles, Honorable Peter Wilson presiding;

6 • *Zavala, et al. v. PLS Check Cashers, Inc.* Case No. 20STCV42586, California Superior
7 Court, County of Los Angeles, Honorable Elihu M. Berle presiding;

8 • *Paz v. Hill Brothers Chemical Company.* Case No. 20STCV48279, California Superior
9 Court, County of Los Angeles, Honorable Carolyn B. Kuhl presiding;

10 • *Garcia v. Inwesco Incorporated.* Case No. 20STCV46833, California Superior Court,
11 County of Los Angeles, Honorable Carolyn B. Kuhl presiding;

12 • *Guevara v. J&K Culver, LLC, et al.* Case No. 19STCV39951, California Superior Court,
13 County of Los Angeles, Honorable Elihu M. Berle presiding;

14 • *Hamilton v. Michael Kors Stores, Inc. et al.,* Case No. 19STCV37061, California
15 Superior Court, County of Los Angeles, Honorable Yvette M. Palazuelos presiding;

16 • *Arzooian v. A&M Administration, LLC, et al.* Case No. 21STCV05576, California
17 Superior Court, County of Los Angeles, Honorable Yvette M. Palazuelos presiding;

18 • *Santos, et al. v. Maruzen of America, Inc.,* Case No. 19STCV37662, California Superior
19 Court, County of Los Angeles, Honorable Kenneth R. Freeman presiding;

20 • *Schaffino v. M.O. Dion & Sons., Inc., et al.,* Case No. 20STCV38023, California Superior
21 Court, County of Los Angeles, Honorable Gail Killefer presiding;

22 • *Moreno v. Santa Paula Post Acute, LLC, et al.* Case No. 21STCV12533, California
23 Superior Court, County of Los Angeles, Honorable Carolyn Kuhl presiding;

24 • *Singer v. Desert Area Resources and Training,* Case No. BCV-21-101093, California
25 Superior Court, County of Kern, Honorable Thomas S. Clark presiding;

26 • *Clarizio v. Guard-Systems, Inc.,* Case No. 21STCV28667, California Superior Court,
27 County of Los Angeles, Honorable Armen Tamzarian presiding;

28 • *Guzman v. Freschco Painters, Inc.,* Case No. 21STCV04683, California Superior Court,

1 County of Los Angeles, Honorable Lawrence P. Riff presiding;
2 • *Koutny v. PAE Aviation and Technical Services, LLC*, Case No. 21C-0106, California
3 Superior Court, County of Kings, Honorable Melissa R. D’Morias presiding;
4 • *Rodriguez v. Pacifica Trucks, LLC*, Case No. 20STCV37576, California Superior Court,
5 County of Los Angeles, Honorable Stuart Rice presiding;
6 • *Ramos v. AEGIS Treatment Centers, LLC*, Case No. 20STCV41429, California Superior
7 Court, County of Los Angeles, Honorable Carolyn B. Kuhl presiding;
8 • *Valdez v. Integrated Building Services, Inc.* Case No. 20STCV37793, California Superior
9 Court, County of Los Angeles, Honorable Elihu M. Berle presiding;
10 • *Harris v. America One Security, Inc.* Case No. 21STCV01399, California Superior
11 Court, County of Los Angeles, Honorable Lawrence P. Riff presiding;
12 • *Moreno v. M&J Seafood Company, Inc.* Case No. 22STCV03341, California Superior
13 Court, County of Los Angeles, Honorable William F. Highberger presiding;
14 • *Corrales v. Q&B Foods, Inc.* Case No. 20STCV40885, California Superior Court,
15 County of Los Angeles, Honorable Elihu Berle presiding;
16 • *Arteaga v. Demolition Specialist, Inc.* Case No. RIC2001133, California Superior Court,
17 County of Riverside, Honorable Harold Hopp presiding;
18 • *Vigil, et al. v. Capstone Turbine Corporation*, Case No. 20STCV32123, California
19 Superior Court, County of Los Angeles, Honorable Lawrence P. Riff presiding;
20 • *Ramirez v. Sea-Win, Inc.* Case No. 21STCV22026, California Superior Court, County
21 of Los Angeles, Honorable Lawrence P. Riff presiding;
22 • *Ortega Chavez v. Winpak Lane, Inc.* Case No. CIVSB2207313, California Superior
23 Court, County of San Bernardino, Honorable Jessica Morgan presiding;
24 • *Garcia v. American Licorice Company.* Case No. RG21107049, California Superior
25 Court, County of Alameda, Honorable Brad Seligman presiding;
26 • *Madrono v. Vitale Nursing, Inc, et al.*, Case No. 21STCV09845, California Superior
27 Court, County of Los Angeles, Honorable Lawrence P. Riff presiding; and
28 • *Orellana v. Advanced Building Maintenance.* Case No. 34-2020-00286791-CU-OE-

1 GDS, California Superior Court, County of Sacramento, Honorable Jill Talley presiding.

2 • *Aguilar v. Bioness, Inc., et al.*, Case No. 21STCV41702, California Superior Court,

3 County of Los Angeles, Honorable Lawrence P. Riff presiding;

4 • *Antoine v. Pinky Beverly Hills, LLC., et al.* Case No. 19STCV44856, California

5 Superior Court, County of Los Angeles, Honorable Lawrence P. Riff presiding;

6 • *Phambui v. Fashion Marketing and Merchandising Group, Inc., et al.* Case No.

7 21STCV06634, Superior Court, County of Los Angeles, Honorable Stuart M. Rice presiding;

8 • *Ortega Chavez v. Winpak Lane, Inc., et al.* Case No. CIVSB2202274, California

9 Superior Court, County of San Bernardino, Honorable Jessica Morgan presiding;

10 • *Carrasco v O.H. Barkhordar D.D.S., Inc., et al.* Case No. 22STCV21188, California

11 Superior Court, County of Los Angeles, Honorable Lawrence Riff presiding;

12 • *Correia v. Gallo Glass Company, et al.* Case No. CV-21-006459, California Superior

13 Court, County of Stanislaus, Honorable Sonny S. Sandhu presiding;

14 • *Davis v. Beeline Import and Services, LLC, et al.* Case No. CIVSB2119287, California

15 Superior Court, County of San Bernardino, Honorable David Cohn presiding;

16 • *Angel Lopez v Innovative Coatings Technology Corporation dba Incotec, et al.* Case No.

17 30-2020-01173245-CU-OE-CXC, California Superior Court, County of Orange, Honorable Lon

18 Hurwitz presiding;

19 • *Lopez v UPM, Inc., et al.* Case No. 20STCV36695, California Superior Court, County of

20 Los Angeles, Honorable Lawrence P. Riff presiding;

21 • *Moreno v. Infiniti Group LLC., et al.* Case No. CIVSB2223551, California Superior

22 Court, County of San Bernardino, Honorable Joseph T. Ortiz presiding;

23 • *Kelley v. Applus Technologies, Inc., et al.* Case No. CIVSB2204889, California Superior

24 Court, County of San Bernardino, honorable Jessica Morgan presiding;

25 • *Hernandez v Bromley Foods, Inc., et al.* Case No. 56-2021-00561326-CU-OE-VTA,

26 California Superior Court, County of Ventura, Honorable Henr Walsh presiding;

27 • *Heredia v. Alan Smith Pool Plastering, Inc., et al.* Case No. 30-2020-01163609-CU-OE-

28 CXC, California Superior Court, County of Orange, Honorable Randall J. Sherman presiding;

1 ///

2 • *Martinez Guzman v Freshco Painters Inc., et al.* Case No. 21STCV04683, California
3 Superior Court, County of Los Angeles, Honorable Lawrence P. Riff presiding;

4 • *Gomez Mireles v. USG Ceilings Plus, LLC., et al.* Case No. 21STCV45606, California
5 Superior Court, County of Los Angeles, Honorable Elihu M. Berle presiding;

6 • *Garzon v. Mobile Hi-Tech Wheels, LLC., et al.,* Case No. 21STCV15396, California
7 Superior Court, County of Los Angeles, Honorable Carolyn B. Kuhl presiding;

8 • *Dethrasavong v. ASI Computer Technologies, Inc., et al.* Case No. 20STCV32312,
9 California Superior Court, County of Contra Costa, Honorable Kenneth R. Freeman presiding;

10 • *Lopez v. Waldorf Astoria Management LLC., et al.* Case No. 20STCV17212, California
11 Superior Court, County of Los Angeles, Honorable Maren Nelson presiding;

12 • *Viveros v. Mission Produce, Inc., et al.* Case No. 20STCV15737, California Superior
13 Court, County of Los Angeles, Honorable Kenneth R. Freeman presiding;

14 • *Flores v. United Maintenance Company, Inc., et al.* Case No. 21STCV07008, California
15 Superior Court, County of Los Angeles, Honorable Carolyn B. Kuhl presiding;

16 • *Blandi v. Francesca Restaurant, LLC., et al.* Case No. 37-2022-00049034-CU-OE-CTL,
17 California Superior Court, County of San Diego, Honorable Marcella O. McLaughling presiding;

18 • *Lopez Cabrera v. South Valley Almond Company, LLC, et al.* Case No. BCV-2-100722,
19 California Superior Court, County of Kern, Honorable Bernard C. Barmann, Jr. presiding;

20 • *Guillermo Cruz v. Alma Family Serives, et al.* Case No. 21STCV18156, California
21 Superior Court, County of Los Angeles, Honorable Elihu M. Berle presiding;

22 • *Davood v. NKSFB, LLC, et al.* Case No. 22STCV17305, California Superior Court,
23 County of Los Angeles, Honorable Christopher K. Lui presiding;

24 • *Ferrer v. Ineos USA, LLC., et al.,* Case No. 21STCV28076, California Superior Court,
25 County of Los Angeles, Honorable Elihu M. Berle presiding;

26 • *Portillo Sanchez v. Paragon Services Janitorial Orange County, LLC, et al.* Case No.
27 20STCV38562, California Superior Court, County of Los Angeles, Honorable William F.
28 Highberger presiding;

1 ///

2 • *Trigueros Garcia v. Highland Plastics, Inc., et al.*, Case No. CVRI2202836, California
3 Superior Court, County of Riverside, Honorable Harold Hopp presiding;

4 • *Magana Ramirez v. 360 Support Services, et al.* Case No. 22STCV20456, California
5 Superior Court, County of Los Angeles, Honorable Lawrence P. Riff presiding;

6 • *Morales v. Baldy's Restaurant Group, LLC., et al.* Case No. 20STCV36535, California
7 Superior Court, County of Los Angeles, Honorable Kenneth R. Freeman presiding;

8 • *Gonzales v. El Monte Rents, Inc., et al.* Case No. 21STCV10209, California Superior
9 Court, County of Los Angeles, Honorable Stuart M. Rice presiding;

10 • *Gonzalez v. Total Education Solutions, Inc., et al.* Case No. 20STCV37984, California
11 Superior Court, County of Los Angeles, Honorable Maren Nelson presiding;

12 • *Helaire v. Smithfield Packaged Meats Corp, et al.* Case No. JCCP5244, California
13 Superior Court, County of San Bernardino, Honorable Jessica Morgan presiding;
14 *Hernandez v. Central Valley Recovery Services, et al.* Case No. VCU290220, California Superior Court, County
15 of Tulare, Honorable Brett Hillman presiding;

16 • *Hernandez v. SC Commercial, LLC, et al.* Case No. 30-2020-01166961-CU-OE-CXC,
17 California Superior Court, County of Orange, Honorable Lon Hurwitz presiding;

18 • *Hines v. Constellis Integrated Risk Management Services, et al.* Case No.
19 20STCV26962, California Superior Court, County of Los Angeles, Honorable Christopher K. Lui
20 presiding;

21 • *Moya v. Valassis Direct Mail, Inc., et al.* Case No. 21STCV09412, California Superior
22 Court, County of Los Angeles, Honorable Stuart Rice presiding;

23 • *Jordan v. The Martin-Brower Company, LLC, et al.,* Case No. 21STCV41435, California
24 Superior Court, County of Los Angeles, honorable Stuart Rice presiding;

25 • *Juarez v. Calmet Services, Inc., et al.* Case No. 21STCV33668, California Superior
26 Court, County of Los Angeles, Honorable Kenneth R. Freeman presiding;

27 • *Mcintosh v. WWL Vehicle Services Americas Inc., et al.* Case No. 56-2022-00562544-
28 CU-OE-VTA, California Superior Court, County of Ventura, Honorable Benjamin Coats

1 presiding;

2 • *Mendoza v. Amusement Industry, Inc., et al.* Case No. 21STCV09790, California

3 Superior Court, County of Los Angeles, Honorable Carolyn B. Kuhl presiding;

4 • *Moore v. Dnata US Inflight Catering LLC, et al.* Case No. CGC-20-586512, California

5 Superior Court, County of San Francisco, Honorable Curtis Karnow presiding;

6 • *Peterson v. Sorenson Engineering, Inc., et al.* Case No. CIVDS2023994, California

7 Superior Court, County of San Bernardino, Honorable David Cohn presiding;

8 • *Torres v. Laurel Avenue, LLC, et al.* Case No. CIVSB2202708, California Superior

9 Court, County of San Bernardino, Honorable David Cohn presiding;

10 • *Nunley v. Cardinal Logistics Management Corporation et al.* Case No. CIVSB2210430,

11 California Superior Court, County of San Bernardino, Honorable Joseph T. Ortiz presiding;

12 • *Pastrana v. National Sign & Marketing Corporation et al.* Case No. CIVSB2118749,

13 California Superior Court, County of San Bernardino, Honorable David Cohn presiding;

14 • *Pineda v. Grand Life, Inc., et al.* Case No. 21STCV28066, California Superior Court,

15 County of Los Angeles, Honorable Elihu M. Berle presiding;

16 • *Pattingale v. Laird Family Estate, LLC et al.* Case No. 22CV000048, California Superior

17 Court, County of Napa, Honorable Cynthia P. Smith presiding;

18 • *Ramirez v. Sea Win, Inc., et al.* Case No. 21STCV22026, California Superior Court,

19 County of Los Angeles, Honorable Lawrence P. Riff presiding;

20 • *Reategui v. Cal Building & Maintenance Industries, Inc.,* Case No. 20STCV39648,

21 California Superior Court, County of Los Angeles, Honorable William F. Highberger presiding;

22 • *Rodriguez v. ACRA Aerospace, LLC, et al.* Case No. 30-2020-01171360-CU-OE-CXC,

23 California Superior Court, County of Orange, Honorable Randall J. Sherman presiding;

24 • *Rodriguez v. Ultra Pro International LLC, et al.* Case No. 21STCV11250, California

25 Superior Court, County of Los Angeles, Honorable Elihu M. Berle presiding;

26 • *Ruiz v. Kleen Harvest, Inc., et al.* Case No. 21CV002319, California Superior Court,

27 County of Monterey, Honorable Thomas W. Wills presiding;

28 • *Roberto Ruiz v. Protech Delivery and Installation et al.* Case No. 21STCV07001,

1 California Superior Court, County of Los Angeles, Honorable Stuart M. Rice presiding;
2 • *Russell v. CIMC Reefer Trailer, Inc., et al.* Case No. RIC2001777, California Superior
3 Court, County of Riverside, Honorable Harld Hopp presiding;
4 • *Russell v. Staffmark Investment LLC, et al.* Case No. CVRI12103921, California
5 Superior Court, County of Riverside, Honorable Harold Hopp presiding;
6 • *Quintanilla et al. v. Chrome Hearts LLC, et al.* Case No. 21STCV43180, California
7 Superior Court, County of Los Angeles, Honorable Elihu B. Berle presiding;
8 • *Taat v. Acell, Inc., et al.* Case No. 37-2022-00005437-CU-OE-CTL, California Superior
9 Court, County of San Diego, Honorable Matthew C. Braner presiding;
10 • *Todd v. Motivate, LLC, et al.* Case No. CGC-23-605052, California Superior Court,
11 County of San Francisco, Honorable Anne- Christine Massullo presiding;
12 • *Turner Sr., v. The Sidewalk Café, Inc., et al.* Case No. 21STCV10154, California
13 Superior Court, County of Los Angeles, Honorable William F. Highberger presiding;
14 • *Vargas-Flores v. Harbor Bay Club, Inc., et al.* Case No. 21CV002396, California
15 Superior Court, County of Alameda, Honorable Michael Markman presiding;
16 • *Vasquez v. Liquid Technologies, Inc., et al.* Case No. CIVDS2023892, California
17 Superior Court, County of San Bernardino, Honorable Joseph Ortiz presiding;
18 • *Vasquez et al. v. Kingswood LLC, et al.,* Case No. 20STCV32123, California Superior
19 Court, County of Los Angeles, Honorable Lawrence P. Riff presiding;
20 • *Sandoval Villafana v. Satco, Inc., et al.* Case No. 21STCV17085, California Superior
21 Court, County of Los Angeles, Honorable Yvette M. Palazuelos presiding;
22 • *Williams v. Marrs Services, Inc., et al.* Case No. 21STCV23775, California Superior
23 Court, County of Los Angeles, Honorable Stuart M. Stuart presiding;
24 • *Low v. Triple Canopy, Inc., et al.* Case No. 37-2023-0007078-CU-OE-CTL, California
25 Superior Court, County of San Diego, Honorable Carolyn Caietti presiding;
26 • *Camacho v. Premium Electric Corp, et al.* Case No. 22STCV26878, California Superior
27 Court, County of Los Angeles, Honorable David S. Cunningham presiding;
28 • *Lopez v. Bachem Americas, Inc., et al.* Case No. 23STCV04258, California Superior

1 Court, County of Los Angeles, Honorable Laura Seigle presiding;

2 • *Mendoza Cendejas v. E. & J. Gallo Winery, et al.* Case No. CV-22-005396, California

3 Superior Court, County of Stanislaus, Honorable Sonny S. Sandhu presiding;

4 • *Romero v. Armstrong Installation Service, et al.* Case No. 22CV022519, California

5 Superior Court, County of Alameda, Honorable Noel Wise presiding;

6 • *Perez v. D&G Restaurants, LLC, et al.* Case No. 30-2021-01209638-CU-OE-CXC,

7 California Superior Court, County of Orange, Honorable Peter Wilson presiding;

8 • *Sarmiento, et al. v. Neil Jones Food Company* Case No. 21CECG03825, California

9 Superior Court, County of Fresno, Hon. Kristi Culver Kapetan presiding; and

10 • *Garcia v. Nature Fresh Farms, LLC, et al.* Case No. ECU001961, California Superior

11 Court, County of Imperial, Honorable Jeffery B. Jones presiding.

12 11. I have also settled matters on a “PAGA Only” basis for aggrieved employees in the

13 past, including in:

14 • *Flores v. Delta Apparel, Inc.*, Case No. BC641499, California Superior Court, County

15 of Los Angeles, Honorable Daniel J. Buckley, presiding;

16 • *Segura v. CJ Foods Service Holdings USA, LLC*, Case No. 19STCV24918, California

17 Superior Court, County of Los Angeles, Honorable Maureen Duffy-Lewis, presiding;

18 • *Sierra v. Nexem-Allied, LLC*, Case No. 20STCV11281, California Superior Court,

19 County of Los Angeles, Honorable Randolph M. Hammock, presiding;

20 • *Nodal v. Sodexo, Inc.*, Case No. 20STCV40601, California Superior Court, County of

21 Los Angeles, Honorable Lawrence Riff, presiding; and

22 • *Cooper v. Lucas Health Partners*, Case No. 20STCV20050, California Superior Court,

23 County of Los Angeles, Honorable Maren Nelson, presiding;

24 • *Herrera v. Greystar Management, LP, et al.*, Case No. 37-2020-00009672-CU-OE-CTL,

25 California Superior Court, County of San Diego, Honorable Carolyn Caietti, presiding;

26 • *Slater v. Jo-Ann Stores, LLC.*, Case No. 21STCV18454, California Superior Court,

27 County of Los Angeles, Honorable Maurice A. Leiter, presiding;

28 • *Bolanos v. Canoga Park Heating & Air Conditioning, Co., Inc.*, Case No. 21STCV12674,

1 California Superior Court, County of Los Angeles, Honorable Yolanda Orozco, presiding;
2 • *Granados v. Cosmetic Ideas, Inc.* Case No. 21STCV10797, California Superior Court,
3 County of Los Angeles, Honorable Richard L. Fruin, presiding;
4 • *Ruano v. DPC Woodwork, Inc.* Case No. 21STCV00408, California Superior Court,
5 County of Los Angeles, Honorable Jon R. Takasugi presiding;
6 • *Hardy v. Texas Roadhouse Management Corp., et al.* Case No. CIVSB2222259,
7 California Superior Court, County of San Bernardino, Honorable Jessica Morgan presiding;
8 • *Iraheta v Legacy Farmers, Inc., et al.* Case No. MSC21-00762, California Superior
9 Court, County of Los Angeles, Honorable Charles S. Treat presiding;
10 • *Landin v Central Janitors' Supply Co., Inc., et al.* Case No. CV-21-006391, California
11 Superior Court, County of Stanislaus, Honorable Sonny S. Sandhu presiding;
12 • *Bailey v. Cannon Constructors, et al.* Case No. 21STCV38274, California Superior
13 Court, County of Los Angeles, Honorable Carolyn Kuhl presiding;
14 • *Johns, et al. v. Whelan Security of California, Inc., et al.* Case No. 22STCV68687,
15 California Superior Court, County of Los Angeles, Honorable Laura Seigle presiding;
16 • *Carrion v. Clutter, Inc., et al.* Case No. 23STCV06709, California Superior Court,
17 County of Los Angeles, Honorable Kerry Bensinger presiding;
18 • *Delia v. The Irvine Company, LLC, et al.* Case No. 30-2019-01050823-CU-OE-CXC,
19 California Superior Court, County of Orange, Honorable William D. Cluster presiding;
20 • *Landin v. Central Janitor's Supply Co., Inc., et al.* Case No. CV-21-006391, California
21 Superior Court, County of Stanislaus, Honorable Sonny S. Sandhu presiding;
22 • *German Vaca et al., v. California Pizza Kitchen, Inc., et al.* Case No. 30-2022-01278828-
23 CU-OE-CXC, California Superior Court, County of Orange, Honorable Randall Sherman
24 presiding;
25 • *London Young v. Amazon.com LLC, et al.* Case No. 21STCV38280, California Superior
26 Court, County of Los Angeles, Honorable Elaine Lu presiding;
27 • *Martinez v. Dick's Sporting Goods, Inc., et al.* Case No. 22STCV17283, California
28 Superior Court, County of Los Angeles, Honorable Armen Tamzarian presiding;

1 ///

2 • *Latrice Ackles v. Brinker Restaurant Corporation, et al.* Case No. 22STCV19068,
3 California Superior Court, County of Los Angeles, Honorable Gail Killefer presiding; and

4 • *Ruiz v. Edelbrock Foundry, LLC, et al.* Case No. 20STCV19057, California Superior
5 Court, County of Los Angeles, Honorable David S. Cunningham presiding.

6 12. Furthermore, my office has succeeded in certifying classes in contested motions for
7 class certification. Some of the classes and theories we have certified include, without limitation,
8 for failure to pay the regular rate of pay; failing to pay overtime and minimum wages, including,
9 without limitation, for temperature checks; failure to provide meal and rest premiums, including,
10 without limitation, for requiring employees to walk during breaks; failure to timely pay wages
11 prior to separation of employment; wage statement violations; and unfair competition. Some
12 examples of matters in which we have done so include, without limitation:

13 • *Hernandez, et al. v. C.R. Lawrence Co., Inc.*, Case No. 20STCV32372, California
14 Superior Court, County of Los Angeles, Hon. William Highberger presiding; and

15 • *Lopez v. Rolling Hills Country Club*, Case No. 21STCV22636, California Superior
16 Court, County of Los Angeles; Hon. Carolyn B. Kuhl presiding; and

17 • *Torres v. Johnston Nurseries, FLP*, Case No. BCV-19-100830 TSC, California Superior
18 Court, County of Kern; Hon. Thomas S. Clark, presiding.

19 13. I believe that I am sufficiently experienced and qualified to evaluate the Class
20 Members' claims and viability of Defendant's defenses.

21 14. Vedang J. Patel has been a member of my law firm for over four (4) years and
22 served as class counsel on numerous actions on which I was also named class counsel. Prior to
23 working with Bibiyan Law Group, P.C., he practiced law with Murchison & Cumming, LLP on a
24 variety of matter on behalf of defendants. Thereafter, he joined Bibiyan Law Group, P.C.,
25 practicing law on behalf of plaintiffs in matters of employment law, and specifically on issue of
26 unpaid wages and class action settlements. He is currently a Partner at Bibiyan Law Group, P.C.,
27 and head of the Settlement Department. Among other tasks, he oversees and manages all
28 settlements at Bibiyan Law Group, P.C. He also oversees several attorneys, paralegals, and legal

1 assistants and has overseen the settlement of over one hundred (100) class and PAGA matters
2 while with our office.

3 15. I believe recovery for each Class Member is well within the acceptable range for
4 this type of action. Class Counsel and Plaintiff were prepared to litigate the claims in this Action,
5 but they strongly and unequivocally support the proposed Settlement as being in the best interest
6 of the Settlement Class based on the circumstances referenced herein. I believe that this Settlement
7 is favorable given that the Settlement Class will receive compensation promptly rather than facing
8 uncertainties inherent in further litigation and waiting years for this Action to be tried.
9 Furthermore, I believe the Settlement Class has, overwhelmingly supported the Settlement on the
10 terms set forth in the Settlement Agreement, as evidenced by the participation rate by the
11 Settlement Class. Thus, this Settlement is highly favorable and is in the best interests of the
12 Settlement Class.

13 **An Award of Attorneys' Fees as Requested is Appropriate Under the Lodestar Method**

14 16. I believe Class Counsel earned the requested fee, as this case was vigorously
15 litigated. Over 202.1 hours will have been expended by Bibiyan Law Group, P.C.'s attorneys and
16 staff to date.

17 17. To summarize Class Counsel's lodestar request, Bibiyan Law Group, P.C. will have
18 collectively worked approximately 202.1 hours. Bibiyan Law Group, P.C.'s hourly rates in this case
19 are: David D. Bibiyan is \$1,100 per hour (approx. 16.7 hours); Molly DeSario is \$1,100 per hour
20 (approx. 51.3 hours); Vedang J. Patel is \$800 per hour (approx. 34.2 hours); Henry Glitz is \$700
21 per hour (approx. 75.9 hours); Paralegals are \$200 per hour (approx. 8.5 hours); and Legal Assistants
22 are \$95 per hour (approx. 15.5 hours). At Bibiyan Law Group, P.C.'s hourly rates, this results in a
23 total lodestar amount of \$158,462.50.

24 **Costs Incurred by Class Counsel**

25 18. The itemized costs incurred by Bibiyan Law Group, P.C. in the above-referenced
26 matter total \$3,201.71. A more detailed itemized list of cost is below and attached hereto as
27 Exhibit "1."

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

I declare under penalty of perjury under the laws of the state of California that the foregoing
is true and correct this April 13, 2026, at Los Angeles, California.

/s/ David D. Bibiyan

David D. Bibiyan

EXHIBIT 1



David D. Bibiyan

Attorney at Law

1460 Westwood Blvd.

Los Angeles, California 90024

310.438.5555 T

310.300.1705 F

david@tomorrowlaw.com

www.tomorrowlaw.com

April 13, 2026

DATE	TYPE	PAYABLE TO	TOTAL AMOUNT	
4/2/2025	Postage	USPS	\$	10.20
2/5/2025	E-filing	All-N-One Legal Support	\$	13.30
1/28/2025	Service of Process	All-N-One Legal Support	\$	87.50
1/20/2025	E-filing	All-N-One Legal Support	\$	446.85
1/19/2025	E-filing	Other	\$	105.54
1/2/2025	Postage	USPS	\$	11.26
1/2/2025	LWDA fee	Labor and Workforce Development Agency	\$	75.00
11/17/2024	Postage	USPS	\$	19.28
11/8/2024	Research	Wizzy Search	\$	2,295.00
12/19/2024	LWDA fee	Labor and Workforce Development Agency	\$	75.00
12/19/2024	Postage	USPS	\$	11.26
12/5/2024	Postage	USPS	\$	28.92
	Photocopies (113 x \$0.20)	N/A	\$	22.60
Various Dates		Total	\$	3,201.71

List of Expenses Items 2024.03.28 - 4/13/2026